

Our 2022 ESG Report

ENABLING  
PROGRESS  
@ XPERI

XPERI

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# COMPANY

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# LETTER FROM JON KIRCHNER, CEO

2022 was an exciting year for Xperi. We completed the spin-off of our product business into its own standalone, publicly-traded company, marking a new chapter for our business and employees. As we look ahead, we are well positioned to enable our portfolio of brands to create extraordinary experiences, and to help our partners capture audience engagement.

We also made important progress on our environmental, social, and governance (ESG) initiatives, advancing the work we started in 2021 to improve our impact on our people and communities, the planet, and our business. This report highlights the progress we've made towards growing and formalizing our ESG program.

In 2022, we adopted our first ESG policy, hired an ESG lead, and established an ESG Steering

Committee that oversees Xperi's ESG strategy, goals, and progress.

We worked to further our diversity, equity, and inclusion efforts by implementing HR demographic monitoring and data processes, and by building training and hiring programs to develop and support a diverse workforce. This has helped lay more groundwork for continued focus on culture and belonging at Xperi.

We're proud to have completed our initial greenhouse gas (GHG) inventory, which will allow us to set carbon reduction targets in the future.

We formalized our Supplier Code of Conduct to reinforce our commitment to uphold the highest standards of responsible business conduct and ethics in our global operations. We also implemented robust data privacy and cybersecurity management procedures,

establishing baseline data and processes to guide our future compliance efforts.

Although there is still work to be done, we are proud of the many concrete steps we have taken to further our ESG program over the last year. We look forward to building on this foundation by seeking out new opportunities for impact and growth, while creating extraordinary experiences for our people, customers, and communities around the world.

Sincerely,



**JON KIRCHNER**  
Chief Executive Officer

# EXECUTIVE LEADERSHIP COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

At Xperi, we understand a diverse workforce is critical to our ongoing success. We commit to building inclusivity into all aspects of our culture. We value diverse backgrounds, skills, and experiences, and aim to create an equitable culture that fosters belonging and growth for every employee. We recognize that our people are our greatest asset and are dedicated to creating a culture where they can thrive.

We believe that by utilizing our employees' diverse backgrounds and unique points of view, we are better positioned to invent, develop, and deliver the technologies that create extraordinary experiences for our customers around the world.

**Jon Kirchner,**  
CEO

**Robert Andersen,**  
Chief Financial Officer

**Petronel Bigioi,**  
CTO, Product

**Murali Dharan,**  
President and Chief Operating Officer, Perceive

**Kris Graves,**  
Chief Human Resources Officer

**Becky Marquez,**  
Chief Legal Officer

**Matt Milne,**  
Chief Revenue Officer

**John Pernin,**  
Chief Strategy and Corporate Development Officer

**Geir Skaaden,**  
Chief Products and Services Officer

**Steve Teig,**  
CEO, Perceive, Advisor, Office of the CTO, Xperi Inc.

## ABOUT XPERI

For more than 30 years, Xperi brands have delivered game-changing innovations in sight, sound, and beyond.

Our technologies, delivered by our brands (DTS®, HD Radio™, and TiVo®), by our startup, Perceive, and by IMAX Enhanced®, an IMAX and DTS partnership, are integrated into billions of consumer devices and media platforms around the world. We work with partners across the digital value chain to align ecosystems and support connected homes, connected cars—and our connected lives.

Our products create extraordinary experiences at home and on the go for millions of consumers, elevating content and how audiences connect with it in a way that is intelligent, immersive, and personal. Our entertainment technology brands have global scale that extend to 30 million streaming households, 90 million cars, and billions of consumer devices.

### OUR MISSION:

**Xperi invents, develops, and delivers technologies that enable extraordinary experiences.**

### OUR VISION:

**Smarter Technology. Extraordinary Experiences.**

# OUR ESG STRATEGY

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## Xperi's ESG Vision and Approach

We know that the world is changing and that our success depends on our ability to adapt to these changes effectively. That's why we are continually working to understand and address our ESG risks with flexibility, transparency, and accountability. Our goal is to enable extraordinary experiences for millions of people around the world and that starts with a commitment to a brighter future for everyone.

We started our ESG journey in 2021 with the completion of our inaugural materiality assessment. Since then, we have continued to lay a strong foundation for our ESG program. In 2022, we hired an ESG lead and worked to create a framework of policies and

programs to further our ESG efforts. We also worked to establish an internal governance structure and identify subject matter experts who will guide and support Xperi's ESG program as it continues to evolve.

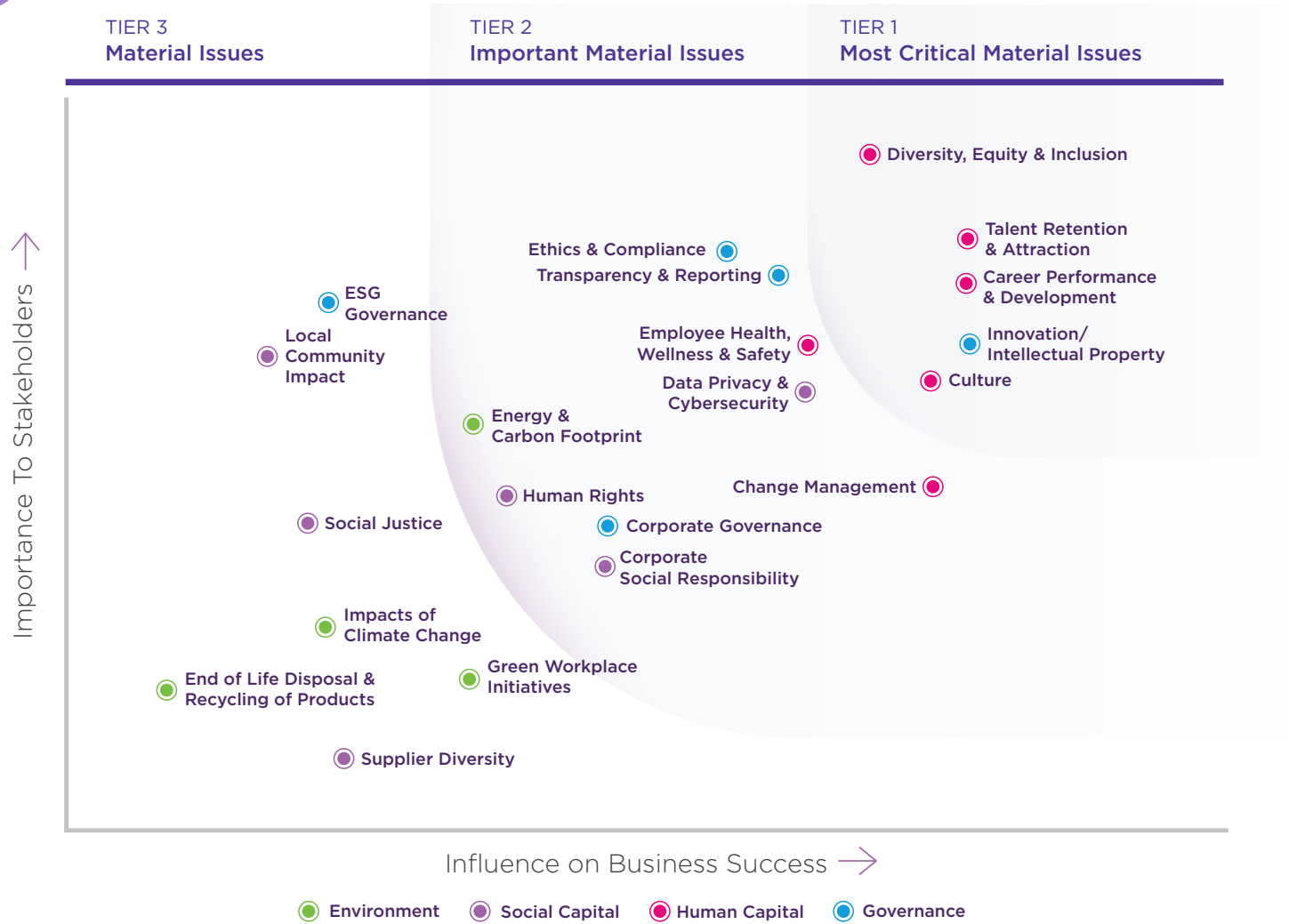
## Our Stakeholders





Material Topics

MATERIALITY MATRIX



Our ESG Pillars

## CULTURE AND BELONGING

Our employees are our greatest asset, and we are dedicated to supporting a culture where they can succeed. That's why we work to attract, develop, and retain a diverse workforce, build inclusivity into all aspects of our culture, and identify and address structural barriers across our operations.

## RESILIENCE

Resilience is more than a business continuity plan or an insurance policy—it helps us understand and mitigate environmental and governance threats, and their ripple effects. By making critical investments in the resiliency of our company, we are doing our best to futureproof our business in the face of a shifting climate and society.

## COMMUNITY IMPACT

Being a good corporate citizen means lifting people up, not only within our organizational walls, but in the communities where we live and work. Our Community Impact pillar enables our employees to make positive impacts on the world from the local level, to the global level.

## ESG Governance

Since beginning our ESG journey, our executive team has made clear commitments to support and encourage diversity and inclusion across our workforce, prioritize resilience in the face of a changing climate and society, and promote social progress and advancement within our communities.

To further these commitments, we formalized a governance structure for our ESG program. In 2022, we adopted our first **ESG policy**, hired an ESG lead, and established an ESG Steering Committee to oversee Xperi's ESG strategy, goals, and progress.

The ESG Steering Committee includes our Chief Human Resources Officer, Chief Financial Officer, Chief Revenue Officer, and Chief Legal Officer. Our ESG lead is responsible for the facilitation of Xperi's ESG program globally. Our Board of Directors receives quarterly updates from the ESG Steering Committee and has overall responsibility for ESG at Xperi.

## ESG GOVERNANCE STRUCTURE



## Transparency

Xperi is committed to transparency across our operations, including our external reporting. We strive to make open and honest communication the expectation, not the exception.

As we continue to shape our ESG strategy, we pledge to share our goals, progress, and achievements through our annual ESG reporting.

In 2023, we plan to conduct our second materiality assessment and are working to map out our programmatic goals, objectives, and impacts.



# OUR ESG PILLARS

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# CULTURE AND BELONGING

At Xperi we are dedicated to creating a workplace where all our employees have a voice, feel safe and valued, and are acknowledged for their unique contributions to our business outcomes. Driven by our vision, mission, and values, our culture shapes the standards that influence our performance and the way we work.



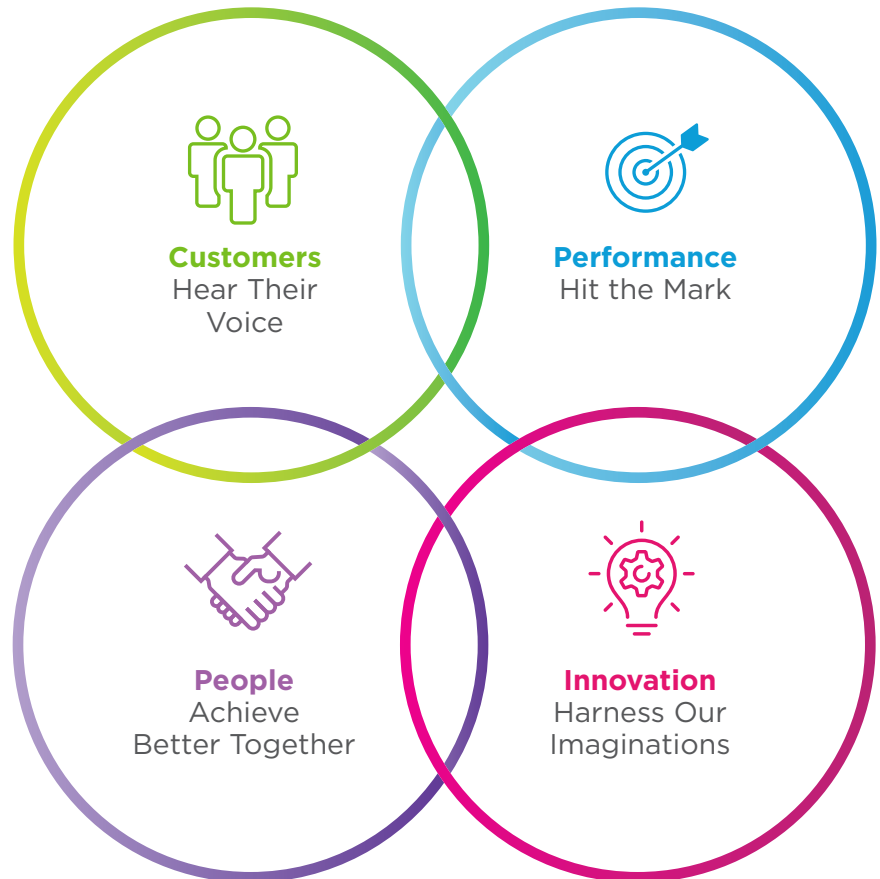
## Culture @ Xperi

We strive to create a culture that fosters belonging and growth for every employee. Our global operations are designed to give employees flexibility, while allowing them to maximize their potential.

### OUR VALUES

In 2022, we worked intentionally to evolve our Xperi culture, launching our Values in Action. To engage employees in the launch, we ran several discussion sessions designed to gather feedback. This helped us operationalize our values with clear working goals. We then focused on highlighting a different value each quarter, and used workshops, training, and educational programs to help our employees implement these values at the individual, team, and leadership levels. In 2023, we will continue to embed our Values in Action behaviors into our activities, policies, processes, and systems.

### OUR VALUES IN ACTION





## TALENT RETENTION AND ATTRACTION

It is our goal to attract and retain top talent, and to engage and address employee needs on an ongoing basis.

We leverage university and affinity group partnerships to attract diverse candidates globally. We also provide unconscious bias training for hiring managers and interview panels, while working to increase diversity in our incoming talent pool.

We provide our employees with competitive compensation packages and a range of benefits. These benefits include flexible paid time off, a generous rewards and recognition program, training and development opportunities, tuition reimbursement, wellness initiatives, local discounts, and more. We also offer charitable matching, amplifying our

employees' contributions to their communities.

We closely track and assess our retention and attrition figures, working to improve these numbers whenever possible.

We conduct an annual employee survey, allowing us to benchmark internal satisfaction. The latest survey data, evaluated in May 2022, provided valuable insight on topics ranging from internal culture and career development to compensation and leadership communication. This feedback has informed our career development and training, communications, and culture objectives.





## CAREER PERFORMANCE AND DEVELOPMENT

Wherever possible, we help our employees maximize opportunities to develop their careers with varied learning and development programs including internal mobility initiatives and tuition reimbursement.

We provide professional development opportunities such as Xperi's Management Development and Leadership Development training programs. These programs support employees' continued education, while allowing us to train and retain top talent. We also provide support for employees who are interested in connecting with mentors to support their future career development.

Based on feedback provided in our employee engagement survey, we are working to create career ladders to provide enhanced clarity around roles and professional advancement.

## EMPLOYEE HEALTH AND WELLNESS

Xperi offers numerous resources to support employee wellness globally. These resources include free access to the mindfulness app, Headspace, as well as access to Xperi's virtual fitness program, XFit. We also offer Employee Assistance Programs (EAPs) and additional resources and tools to support our employees' overall mental health, such as access to podcasts, videos, and Mindful Leadership toolkits for people managers.



## Belonging @ Xperi

By working to attract and retain a diverse workforce, providing development opportunities, and soliciting feedback on employee satisfaction, we are dedicated to building a positive working environment for all Xperi employees.

More than

# 80%

of our employees completed the diversity, inclusion and belonging training in 2022.

### DIVERSE AND INCLUSIVE WORKPLACE

At Xperi we prioritize diversity and seek to create an environment where all can contribute and succeed. We strive to create an inclusive workplace with the understanding that we achieve better together.

All new Xperi hires are required to take a diversity, inclusion, and belonging training. The course reinforces terms and concepts around diversity, equity, and inclusion while providing insight into key characteristics and behaviors that contribute to an equitable working environment. More than 80% of our employees completed the diversity, inclusion, and belonging training in 2022.

### OUR DEI COUNCIL

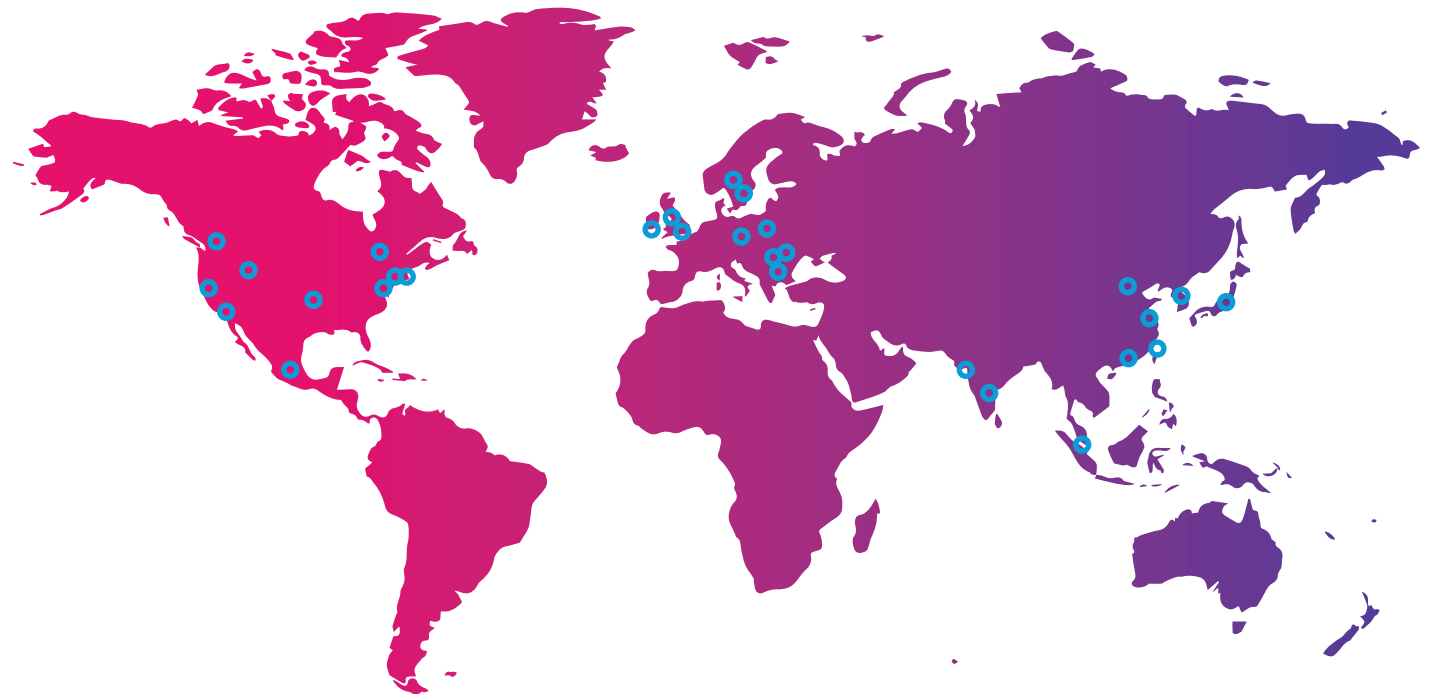
In 2021, we established the employee-driven Diversity, Equity, and Inclusion (DEI) Council. The creation of this council is a direct result of engagement with our stakeholders. Developed in consultation with external diversity and inclusion experts, the DEI Council works to ensure an inclusive workplace for all employees, including those from underrepresented groups. The Council works to identify ways to increase representation in Xperi and to advise the executive team on ways Xperi can engage with the broader community to support equity and social justice.



## EMPLOYEE DEMOGRAPHICS

In our ongoing efforts to support progress on DEI and inclusive workplace initiatives, we continue to track and report employee demographic information. We are also working to build out programs and develop frameworks that will allow us to invest further in content and learning channels that support diversity, culture, and belonging at Xperi.

## WE ARE EXTRAORDINARILY DISTRIBUTED AROUND THE WORLD



WE HAVE OFFICES  
IN THE FOLLOWING  
COUNTRIES:

Australia  
Canada  
China

India  
Ireland  
Japan

Mexico  
Norway  
Poland

Romania  
Singapore  
South Korea

Sweden  
Taiwan  
United Kingdom

United States

## OUR ERGS

Our Employee Resource Groups (ERGs) develop programming throughout the year that supports diversity, culture, and belonging at Xperi. Employees across our global locations are encouraged to participate.



### WOMEN IN TECH @XPERI

WiT focuses on supporting women at Xperi and creating a culture of belonging, where women can be their authentic selves.

“ WiT connects women at Xperi, offering opportunities to develop unique strengths, while creating an environment where women at Xperi can thrive in their careers and personal lives. ”

Kat Sterner, Senior Supervisor,  
Connected Radio Metadata and  
Chair, WiT



### PRIDE @XPERI

PRIDE focuses on fostering and integrating an LGBTQ-inclusive and diverse work environment throughout Xperi.

“ LGBTQ+ Pride identifies and engages in clear and measurable pathways to increase engagement in internal and external diversity initiatives, including diversifying our supply chain. The ERG also promotes a respectful and diverse workplace that increases psychological safety for our LGBTQ+ employees. ”

Brian Stachowiak, Senior Manager,  
Commercial Contracts and  
Chair, PRIDE

OUR ERGS



**MAHOGANYP**  
@XPERI

MaX focuses on supporting and serving Black employees in the Xperi community.

“MaX helps to create and promote initiatives to ensure equality and belonging at Xperi, while advocating for and elevating the profile of Black employees throughout our organization.”

Oveal Walker, Director, Audio Quality Control



**VETERANSP**  
@XPERI

VaX focuses on celebrating, recognizing, and supporting veterans at Xperi.

“The fact that Xperi prioritizes an inclusive workplace and the veteran’s program is a huge reason I chose to work here.”

Dylan Wondra, Director, Product Management and Chair, VaX





## ERG EVENT HIGHLIGHTS

### DIVERSITY EQUITY AND INCLUSION

In February 2022, MaX and WiT partnered to host award-winning author, educator, and producer Ilyasah Shabazz for a talk about diversity, equity, and inclusion during Black History Month. The third daughter of the late Malcolm X and Dr. Betty Shabazz, she shared her unique story and discussed her parents' legacy. She also spoke about how the challenges of today are similar to the challenges faced more than 50 years ago, encouraging Xperi to continue advancing diversity and inclusion in the workplace.

### MICROAGGRESSIONS AND IMPLICIT BIAS

In May 2022, MaX hosted keynote speaker Dr. Christiana Best, a professor and researcher of social work, to speak about microaggressions and implicit bias, including how they manifest in the workplace and how they can influence recruitment efforts, hiring practices, and retention of staff. She also shared findings from her nationwide study on microaggressions in the workplace and explored problem-solving strategies for addressing implicit bias in the workplace.

## OUR TARGETS

Provide access to difficult conversation skill building for all employees by 2024.

Increase pipeline of diverse candidates through continued engagement with organizations that encourage and support diverse talent in the technology sector by 2024.

Roll out unconscious bias and microaggressions training to all Xperi managers by 2025.

Achieve a score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index by 2025.

Increase female representation in our upper employment levels by 2026.

# RESILIENCE

In a continually changing world, our success depends on our ability to adapt. Our focus on the environment and corporate governance allows us to address our ESG impacts with flexibility, transparency, and accountability.

## Environmental Resilience

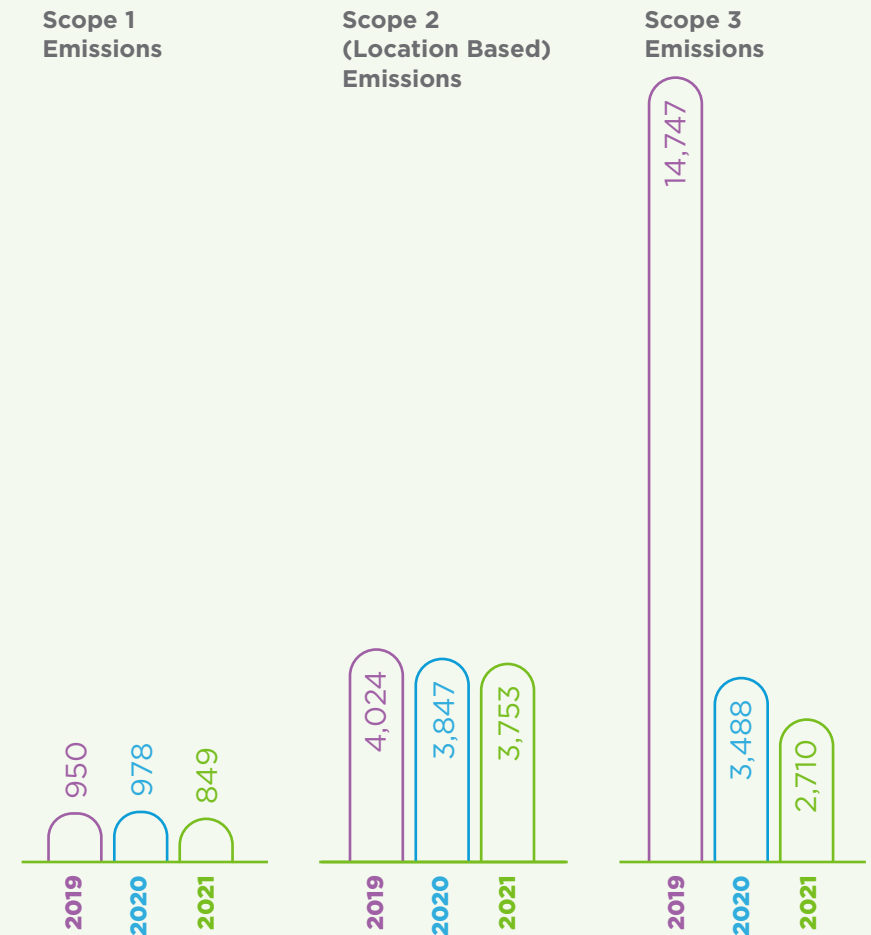
Environmental change is one of the biggest challenges facing our society today, and we are committed to doing our part to address this challenge head-on.

### OUR GHG EMISSIONS

In 2022, we conducted our first greenhouse gas (GHG) inventory of our Scope 1, 2, and 3 emissions, establishing a baseline to understand our environmental impact. This work will inform our goal setting in the future as we work to address our carbon footprint.

As with many companies, our Scope 3 emissions declined significantly in 2021. While this was partly due to the impacts of the COVID-19 pandemic, we also worked to reduce non-essential business travel and further utilize videoconferencing technology throughout our organization. We are proud to say this resulted in a more than 80% reduction in our emissions in 2021 compared to our 2019 baseline year.

### GHG EMISSIONS INVENTORY\*



\*Includes data from the period prior to Xperi Corporation's merger with TiVo Corporation in 2020, and prior to our spin-off from our former parent Xperi Holding Corporation in 2022.



2021 EMISSIONS OVERVIEW

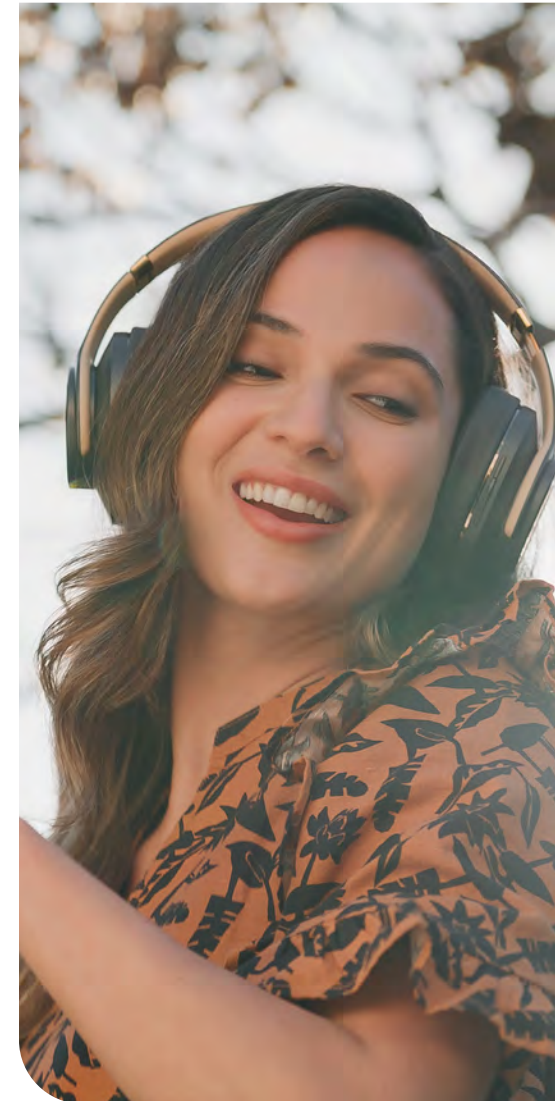
Emissions	Total (MTCO <sub>2</sub> e)
<b>Scope 1</b>	<b>849</b>
Onsite Combustion	521.45
Mobile Combustion	0
Refrigerants Usage	327.95
<b>Scope 2</b>	<b>3,753</b>
Offices	3,280
Data Centers	473
<b>Scope 3</b>	<b>2,710</b>
Purchased Goods and Services: Cloud	417
“Non-IT electricity” in Data Centers and Facilities	357
Business Travel: Air	416
Employee Commuting	32
Employee Home Working	1,488
<b>Total Net Emissions</b>	<b>7,312</b>

ADDRESSING OUR EMISSIONS

As we strengthen our commitment to the environment, we aim to follow key industry frameworks to identify and manage our climate-related risks and the associated impacts on our business strategy, global assets, and resiliency.

We will continue to prioritize strategies that mitigate and negate our environmental footprint, while working towards setting science-aligned carbon targets.

In the future, we will invest in projects to reduce our emissions and other environmental impacts.



## Governance @ Xperi

The resilience of our governance structures and processes determines how agile we are in a time of complex, interconnected global markets and supply chains, and ever-evolving regulatory environments.

In 2022, we worked to develop robust, resilient governance mechanisms. From formalizing our policies and commitments on business ethics and human rights to implementing robust data privacy and security controls, we are setting up the processes and procedures to help us manage and address our impacts now and into the future.

### CORPORATE GOVERNANCE AND ETHICS

Our guidelines for conducting company business, outlined in our **Code of Business Conduct and Ethics Policy**, are consistent with the highest standards of ethics, helping us to gain and maintain the confidence and support of our customers, business partners, and stockholders. Additionally, all Xperi employees are required to complete a business ethics training, which includes details on foreign and domestic controls, accounting provisions, internal controls, SEC and DOJ audits, cash, gifts, and travel, and other ethics-related topics. More than 85% of our employees completed the business ethics training in 2022.

We comply with the **Responsible Business Alliance (RBA) Code of Conduct**, affirming our commitment to ensuring that working conditions in our supply chain are safe, that our workers are treated fairly, and that our business operations are environmentally responsible and conducted ethically. We have also developed and implemented internal **policies**, adopted by our Board of Directors, to ensure safe, fair, and responsible operations in our value chain and business partnerships around the world. One example is our **Supplier Code of Conduct**, which helps ensure our suppliers adhere to ethical business practices, safe working conditions, and fair and respectful treatment of workers.



**DATA PRIVACY AND CYBERSECURITY**

Our partners and customers depend on our ability to safeguard the security and privacy of their confidential data, and to comply with the rapidly evolving data and security standards and regulatory environment across our global operations.

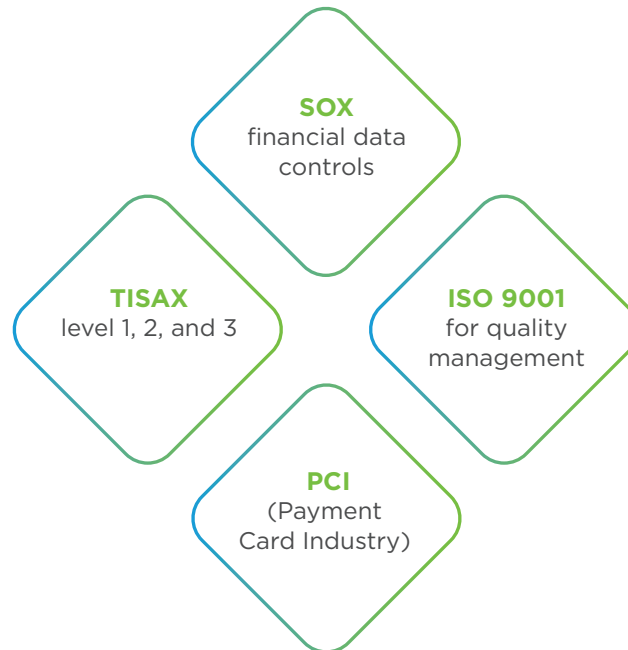
In 2022, we continued to develop a robust cyber and data security model, implementing resilient management systems, decision frameworks, and processes to ensure we meet the highest standards of privacy and cybersecurity in our operations.

We also developed and implemented a **Global Privacy Policy** in 2022, which governs our approach to customer data and user privacy.

**COMPLIANCE AND CERTIFICATIONS**

This year we met our goal of achieving further cybersecurity compliance, adding TISAX level two and three certifications to our suite of qualifications. Our Security Privacy Framework aligns with the European Union’s General Data Protection Regulation (GDPR) requirements and guides our project and data processing agreement risk tool, the Security and Privacy Assessment (SPA). We also hold Privacy Shield certification with the U.S. Department of Commerce’s International Trade Administration (ITA).

We hold and are audited on the following data privacy and security certifications:



“ There were many regulatory privacy changes in 2022 that had a direct impact on our international privacy compliance. This included PIPL in China and CPRA in California. We were happy to see that the recently implemented Xperi Enterprise Privacy and Compliance Framework was scalable and flexible enough to accommodate and reach compliance with these new and changing privacy regulations. ”

Kelly Mungary, Senior Director, Privacy and Compliance, and Data Protection Officer

More than

**90%**

**of our employees completed the data privacy training in 2022.**

### TRAINING AND AWARENESS

We worked to increase awareness of data privacy and cyber security issues throughout our organization in 2022. We also implemented mandatory training on data privacy and security, including considerations for GDPR and California Consumer Protection Act (CCPA) regulations through an ISO-based security privacy training module. This privacy and security training is mandatory for all employees and must be taken

annually. Engineers also receive additional Open Worldwide Application Security Project (OWASP) training on security best practices, while employees who handle credit card and financial data receive Payment Card Industry (PCI) training.

More than 90% of our employees completed the data privacy training in 2022. Additionally, we achieved this year's goal of expanding the data privacy training to all Xperi contractors.

### OUR TARGETS

Include ESG information in Xperi's onboarding for new hires by 2023.

Publish Human Rights and Modern Slavery Statements by 2023.

Develop an updated global employee privacy notice in response to the California Privacy Rights Act (CPRA) amendments by 2023.

Reduce our global office square footage by 15% by 2024.

Introduce sustainability training for employees by 2025.



# COMMUNITY IMPACT

At Xperi, we strive to have a positive impact in the communities where we operate. We seek to drive social responsibility initiatives and define opportunities to increase employee engagement in the community. We are focused on tracking individual and group volunteer efforts, while working to increase our involvement in strategic philanthropy.



## Charitable Giving

We are working to formalize and fund our global impact strategy, reaffirming our commitment to equality and social justice, while continuing to support our local communities.

In 2022, we increased our charitable contributions by

# 50%

in support of science, technology, engineering, arts, and mathematics (STEAM) education and workforce initiatives at the K-12, university, and early-career levels.

### XPERI GIVES BACK

For Giving Tuesday, we made contributions to community-based non-profits, including five organizations nominated by our employees in the United States. Our giving extends around the world with financial donations made to orphanages in India and Taiwan and a community care organization in China. These non-profits provide essential services to support communities including livelihood assistance, medical care, education, and more.

We sponsored the Alameda County Community Food Bank's annual fundraising event, Savor the Season. Xperi Chief Financial Officer, Robert Andersen, provided opening remarks for the event. Alameda County Community Food Bank has provided more than 50 million meals to families in need in the Oakland area.



Left to right: Geir Skaaden, Chief Products and Services Office; Regi Young, Executive Director of the Alameda County Community Food Bank; Robert Andersen, Chief Financial Officer

We provided a donation to support the Providence Cedars-Sinai Tarzana Medical Center Chief Executive Strategic Excellence Fund. In recognition of this donation, a nursing station in the Emergency Department was named for Xperi. The Providence Cedars-Sinai Tarzana Medical Center is a non-profit organization that provides healthcare to those in need living in the San Fernando Valley.

## Time in the Community

Our local and global impact is not only fueled by financial contributions, but also by employees volunteering their talents and time in the communities where we operate.

We have continued our partnership with Kids in Need of Defense (KIND). Xperi Senior Vice President and Deputy General Counsel, Mike Spillner, along with a team of pro-bono lawyers, was awarded the Pro Bono Team of the Year award from KIND. Mike and his team won two immigration cases, securing asylum for a Honduran mother and her three children so they could remain together in the United States, while enabling the oldest daughter to pursue her dream of going to college. Mike was also able to obtain green cards for a brother and sister from Mexico after several years of work on their case. This important work helps provide a brighter future for children, increasing opportunities for underrepresented populations.

“ I am grateful that Xperi supports our pro bono partnership with KIND, an amazing organization that provides legal representation to children who otherwise would have to go through the immigration process alone. ”

*Mike Spillner,  
Senior Vice President and  
Deputy General Counsel*

## OUR TARGETS

Increase employee time in the community to 2,400 hours by 2025.

Contribute at least \$450,000 in total monetary and in-kind value to charitable organizations by 2025.

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# ABOUT THIS REPORT

This is our second annual ESG report, and our first as an independent company, published on March 27, 2023. This report includes data from our former parent Xperi Holding Corporation (now known as Adeia Inc.) prior to our spin-off in October 2022.

This report has been approved by Xperi's Board of Directors and ESG Steering Committee.

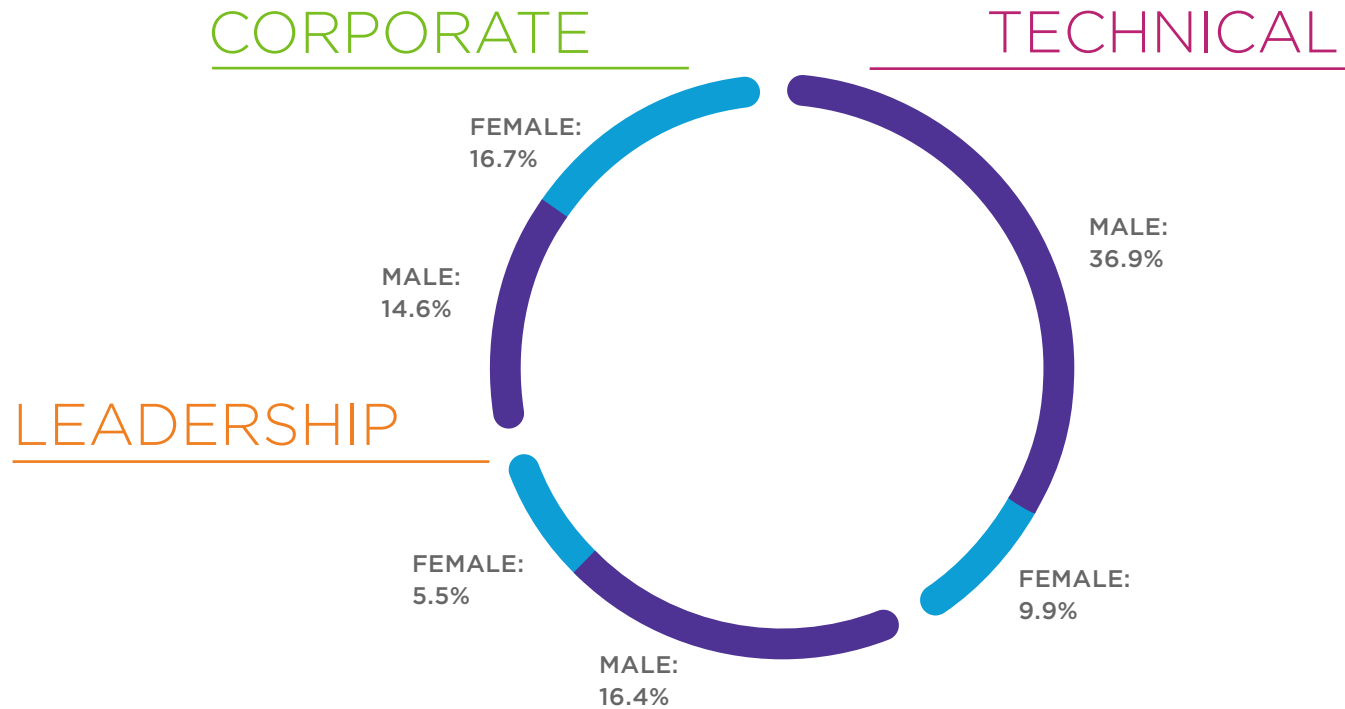
This work was informed by the recommendations and guidance of the GRI Standards and the Sustainability Accounting Standards Board (SASB). It details our overall approach to these topics and our progress to date, and covers the period January 1, 2022, through December 31, 2022. This is aligned with our fiscal reporting period, unless otherwise noted. We will continue to report on our ESG efforts and performance annually moving forward.

We take the views of all our stakeholders seriously and actively seek their input. We will continue to enhance and revise our commitments and evolve our ESG programs on an ongoing basis.

In line with our prioritization of supplier diversity, we partnered with qb. consulting (a small, women-owned and BIPOC-led consultancy) for the development of this report.

**For any feedback or questions, please contact [ESG@Xperi.com](mailto:ESG@Xperi.com).**

## 2022 United States Workplace Demographics



CORPORATE	Male	Female	Total
American Indian or Alaska Native	0.0%	0.3%	0.3%
Asian	1.7%	3.4%	5.1%
Black or African American	0.2%	1.1%	1.3%
Hispanic or LatinX	2.0%	1.6%	3.6%
Native Hawaiian or Other Pacific Islander	0.0%	0.1%	0.1%
Two or more races (not Hispanic or LatinX)	0.4%	0.8%	1.2%
White	10.3%	9.4%	19.7%

LEADERSHIP	Male	Female	Total
American Indian or Alaska Native	0.2%	0.0%	0.2%
Asian	2.5%	1.4%	3.9%
Black or African American	0.4%	0.3%	0.7%
Hispanic or LatinX	0.9%	0.2%	1.1%
Native Hawaiian or Other Pacific Islander	0.0%	0.1%	0.1%
Two or more races (not Hispanic or LatinX)	0.3%	0.0%	0.3%
White	12.1%	3.5%	15.6%

TECHNICAL	Male	Female	Total
American Indian or Alaska Native	0.0%	0.0%	0.0%
Asian	12.4%	5.3%	17.7%
Black or African American	0.9%	0.2%	1.1%
Hispanic or LatinX	2.2%	0.7%	2.9%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.1%
Two or more races (not Hispanic or LatinX)	0.7%	0.3%	1.0%
White	20.6%	3.4%	24.0%

## 2022 Total Employees by Region

### 2022 TOTAL EMPLOYEES BY REGION\*

Gender	Region			Total
	Americas	EMEA	APAC	
Male	642	466	402	1,510
Female	297	142	128	567
<b>Total</b>	939	608	530	2,077

### 2022 FULL TIME EMPLOYEES BY REGION\*

Gender	Region			Total
	Americas	EMEA	APAC	
Male	68.26%	74.18%	75.85%	71.93%
Female	31.20%	22.86%	24.15%	26.96%
<b>Total</b>				98.89%

### 2022 PART TIME EMPLOYEES BY REGION\*

Gender	Region			Total
	Americas	EMEA	APAC	
Male	0.11%	2.47%	0.00%	0.77%
Female	0.43%	0.49%	0.00%	0.92%
<b>Total</b>				1.69%

\*Percentages may not equal 100% due to rounding

## GRI and SASB Disclosure Index

<b>Statement of use</b>	Xperi has reported the information cited in this GRI content index for the period January 1, 2022 through December 31, 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI and SASB Standard</b>	<b>Disclosure Title</b>	<b>Disclosure Response/Location of Disclosure Response</b>
<b>General disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details: All	<p><b>2-1-a, legal name:</b> Xperi Inc.</p> <p><b>2-1-b, nature of ownership and legal form:</b> Public and incorporated entity</p> <p><b>2-1-c, location of headquarters:</b> Xperi San Jose 2190 Gold Street, San Jose, CA 95002; Xperi Calabasas 5220 Las Virgenes Road, Calabasas, CA 91302.</p> <p><b>2-1-d, countries of operation:</b> Australia, Canada, China, India, Ireland, Japan, Mexico, Norway, Poland, Romania, Singapore, South Korea, Sweden, Taiwan, United Kingdom, United States.</p>
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point: All	See ' <a href="#">About This Report</a> ' section.
GRI 2: General Disclosures 2021	2-7 Employees: (2-7-a, -b-i, -b-ii, -b-iv, -b-v, -c-i, -c-ii)	<p><b>2-7-a and -b:</b> See '<a href="#">Workplace Demographics</a>' section.</p> <p><b>2-7-c, describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</b></p> <p>i. Data reported is based on Xperi's headcount as of 12/31/2022. Headcount reported is based on actual headcount and not adjusted for anyone &lt; 1 FTE.</p> <p>ii. Data is reported as of the end of the reporting period and not averaged.</p>
GRI 2: General Disclosures 2021	2-9 Governance structure and composition: All	See ' <a href="#">Our ESG Strategy</a> ' section; <b>Amendment No. 3 to Form 10 filed with the SEC on September 14, 2022; Form 8-K, filed with the SEC on October 1, 2022,</b> and ' <a href="#">Board of Directors</a> ' at <a href="#">Xperi.com</a>
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body: All	The chair of the Board of Directors is not a senior executive at Xperi Inc.
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts (2-12-a)	See ' <a href="#">Our ESG Strategy</a> ' section.
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts: All	See ' <a href="#">ESG Governance</a> ' section.

GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting: All	Our CEO, a member of Xperi Inc.'s Board of Directors, has ultimate oversight of our ESG reporting, including our material topics. He has a chance to review all external reporting.
GRI 2: General Disclosures 2021	2-15 Conflicts of interest (2-15-a, -b-i, and -b-iii)	See <b>Xperi's Code of Business Conduct and Ethics</b> ; <b>Xperi's Corporate Governance Guidelines</b> ; and Xperi's <b>SC 13G SEC filings</b> .
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development: All	See ' <a href="#">Letter from Jon Kirchner, CEO</a> '.
GRI 2: General Disclosures 2021	2-23 Policy commitments (2-23-a-i through -ii and -iv; -b-I; -c, -d, and -e)	See ' <a href="#">Governance @ Xperi</a> ' section: <b>Xperi's Supplier Code of Conduct</b> ; <b>Xperi's Conflict Minerals Policy</b> ; and <b>Xperi's Anti-Corruption Compliance Policy</b> .
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns: All	See Xperi's <b>Code of Business Conduct and Ethics</b> and <b>Xperi's Whistleblower Policy</b> .
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations: All	There are no instances of non-compliance for which fines or non-monetary sanctions were incurred in the current or previous reporting period(s).
GRI 3: Material Topics 2021	3-1 Process to determine material topics: All	See page 4 of <b>Xperi's 2021 ESG Report</b> , and ' <a href="#">Our ESG Strategy</a> ' section.
GRI 3: Material Topics 2021	3-2 List of material topics: All	See ' <a href="#">Our ESG Strategy</a> ' section.

**Material Topics**

**Pillar 1: Culture & Belonging**

**Diversity, Equity and Inclusion**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Diversity, Equity, and Inclusion (3-3-a, -b, c, d, -e-ii, -f)	See ' <a href="#">Culture @ Xperi</a> ' and ' <a href="#">Belonging @ Xperi</a> ' sections.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees (405-1-b-i, -b-iii)	See ' <a href="#">Workplace Demographics</a> ' section.
SASB (S&ITS): Recruiting & Managing a Global, Diverse & Skilled Workforce Topic	TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	See ' <a href="#">Workplace Demographics</a> ' section.*

**Inclusive Workplace**

\*This information represents United States workforce demographics for 2022.

GRI 3: Material Topics 2021	3-3 Management of material topics, for Inclusive Workplace (3-3-a, -b, -c, -d, -e-ii)	See <a href="#">‘Belonging @ Xperi’</a> section.
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**Employee Health, Wellness and Safety**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Employee Health, Wellness and Safety (3-3-a and -d)	See <a href="#">‘Culture @ Xperi’</a> , <a href="#">‘Belonging @ Xperi’</a> and <a href="#">‘Employee Health &amp; Wellness’</a> sections.
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**Talent Retention and Attraction**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Talent Retention and Attraction (3-3-a, -c, -d, and -e-i)	See <a href="#">‘Culture @ Xperi’</a> , <a href="#">‘Belonging @ Xperi’</a> and <a href="#">‘Talent Retention &amp; Attraction’</a> .
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GRI 401: Employment 2016	401-3 Parental leave	For the United States Xperi follows FMLA or CFRA guidelines. We offer birthing parents up to 6 weeks of top up pay for pregnancy disability and 6 weeks of top up pay for baby bonding. Top up pay is defined as any pay that Xperi provides in addition to either the state or insurance policy to bring an employee’s wage up to 100% of pay, immediately before their leave started and while they are out on leave.
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**Career Performance & Development**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Career Performance & Development (3-3-a, -c, -d, and -e-i)	See <a href="#">‘Career Performance &amp; Development’</a> , <a href="#">‘Talent Retention &amp; Attraction’</a> and <a href="#">‘Belonging @ Xperi’</a> sections.
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**Culture**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Culture (3-3-a, -c, and -e-i)	See <a href="#">‘Culture @ Xperi’</a> section.
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**Innovation & Intellectual Property**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Innovation & Intellectual property (3-3-a)	<p>We are visionaries and innovators; always in pursuit of new and better. We are bold; we think big, take risks and experiment. We collaborate enthusiastically to generate the best ideas and find game-changing solutions. Our Innovation Value (Harness Our Imaginations) captures our commitment to the pursuit of new and better, to taking risks and experimenting, and the importance and value of collaboration.</p> <p>See our <a href="#">Proxy Report</a> for more information.</p>
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**Pillar 2: Resilience**

**Data Privacy and Cybersecurity**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Data Privacy and Cybersecurity (3-3-a, -b, -c, -d, and -e)	See ' <a href="#">Data Privacy &amp; Cybersecurity</a> ' section and <b>Xperi Global Privacy Policy</b> .
SASB (S&ITS): Data Privacy & Freedom of Expression Topic	TC-SI-220a.1: Description of policies and practices relating to behavioral advertising and user privacy	See <b>Xperi Global Privacy Policy</b> .
SASB (S&ITS): Data Security Topic	TC-SI-230a.2: Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See ' <a href="#">Data Privacy &amp; Cybersecurity</a> ' section.

**Ethics & Compliance**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Ethics & Compliance (3-3-a, -c, and -d)	See ' <a href="#">Corporate Governance &amp; Ethics</a> ' section.
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**Human Rights**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Human Rights (GRI 3-3-a and -c)	See Xperi's <b>Supplier Code of Conduct</b> , Xperi's <b>Conflict Minerals Policy</b> , Xperi's <b>Anti-Corruption Compliance Policy</b> , and Xperi's <b>Whistleblower Policy</b> .
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**Energy and Carbon Footprint**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Energy and Carbon Footprint (3-3-a, -c, -d-i)	See ' <a href="#">Environmental Resilience</a> ' section.*
GRI 305: Emissions 2016	305-1-a Direct (Scope 1) GHG emissions; 305-2-a Energy indirect (Scope 2) GHG emissions; 305-3-a Other indirect (Scope 3) GHG emissions	See ' <a href="#">Environmental Resilience</a> ' section.

**Impacts of Climate Change**

GRI 3: Material Topics 2021	3-3 Management of material topics, for Impacts of Climate Change (3-3-a, -c, -d-i)	See ' <a href="#">Environmental Resilience</a> ' section.
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**Pillar 3: Community Impact**  
**Corporate Social Responsibility**

\*This management approach relates to carbon footprint and does not include energy. We are working to include energy consumption in our future reporting.

GRI 3: Material Topics 2021	3-3 Management of material topics, for Corporate Social Responsibility (3-3-a, -c, -d-i)	See ' <a href="#">Community Impact</a> ' section.
<b>Local Community Impact</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics, for Local Community Impact (3-3-a, -c, -d-i)	See ' <a href="#">Community Impact</a> ' section.
<b>Governance</b>		
<b>Corporate Governance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics, for ESG Governance (3-3-a, -c, -d, -e, -f)	See Xperi's <b>Corporate Governance Guidelines</b> and <b>Xperi Governance</b> at Xperi.com.
<b>ESG Governance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics, for ESG Governance (3-3-a, -c, -d, -e)	See ' <a href="#">Our ESG Strategy</a> ' section.
<b>Transparency and Reporting</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics, for Transparency and Reporting: All	See ' <a href="#">Our ESG Strategy</a> ' section.